



# NEWS RELEASE

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## **CPS' TEACHER EVALUATION SYSTEM STRENGTHENED**

The Cincinnati Public School District has strengthened its Teacher Evaluation System (TES), recognized as a leading model for enhancing teacher professionalism and supporting higher student performance.

The system, cooperatively developed by teachers and administrators and approved in 2000, evaluates the district's teachers based on 16 standards of good teaching. As a result of recent contract negotiations, a group of teachers and principals was charged with developing revisions to the system that maintain its rigor while strengthening professional development and increasing overall efficiency.

Superintendent Rosa Blackwell said the system has been enhanced by the changes, which were approved by the district's Educational Initiatives Panel and presented to the Cincinnati Board of Education on Wednesday, May 18.

"Research demonstrates that quality teaching is the most important factor impacting student achievement," Mrs. Blackwell said. "We believe the revisions provide additional support for quality teaching in Cincinnati Public Schools and will assist in accelerating gains in student achievement."

After reviewing district and independent evaluations of the Teacher Evaluation System and analyzing focus-group research, a subcommittee of the Educational Initiatives Panel confirmed that the original 16 standards represent what the district wants teachers to know and be able to do to perform well in their jobs. At the same time, they recommended that the system be modified to enhance its practicality, improve assessment tools and increase opportunities for teacher feedback and support. Specific revisions include:

- Providing immediate feedback to enable opportunities for professional growth throughout the year,
- Streamlining assessments of the standards,
- Reducing the number of classroom observations from 5 to 4 except for new hires and teachers on Intervention,
- Providing conferences immediately after observations,
- Developing tools such as checklists and evidence packets to assist in assessing standards, and
- Providing a wide variety of professional opportunities.

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